

## Outdoor School Lead Instructor

**Organization:** The Pine Project

**Location:** Don Valley/Humber Valley Area, Toronto

**Position Type:** 1-year contract, 10 September, 2025- 9 September, 2026

**Hours per Week:** 37.5 hours/week average (varies seasonally)

**Compensation:** \$48,000 - \$52,500, plus benefits including health benefits, and generous vacation and leave policies

**Reports to:** Program Manager



### About Us

The Pine Project is Ontario's leading nature connection organization. We offer year-round nature connection programs for people of all ages in Toronto and the surrounding area, including Outdoor School, March Break programs, and highly sought-after summer camps. Each year we engage with over 2,000 children, teens, families and adults. Our programs foster confidence, competence, resilience and a deep relationship with nature in a way that is hard to achieve in more conventional learning environments.

By helping children connect to nature and teaching adults to do the same, we inspire them to respect, cherish, and care for the Earth. We are empowering the next generation of environmental stewards, problem solvers and leaders. Check out our website [pineproject.org](https://pineproject.org) – for more info.

**We are committed to promoting equity and diversity within our workplace and greater community. We are especially excited to see applications from members of equity-deserving groups, particularly people from racialized backgrounds.**

### About the Role

We're looking for a thoughtful, dynamic and adaptable individual to take on the role of Lead Outdoor Education Instructor. During the School Year, you'll deliver engaging outdoor education programs, and inspire young people to connect with nature and develop confidence in the outdoors. In the summer, your focus will shift to supporting the day-to-day operations of our urban Day Camps.

If you bring an interest and skill set in communications, there is also an opportunity to take on additional responsibilities related to Pine's outreach, including helping collect and create photos, videos, or stories that share the impact of our programs.

Your ability to inspire others, solve problems, and create an inclusive and supportive environment makes you a strong mentor for both staff and participants. Your organizational skills, enthusiasm for experiential education, and passion for the natural world will help strengthen our programs and deepen the impact of our mission.

You embody our core values—respect, gratitude, awareness, life-long learning, and resilience—and demonstrate a personal commitment to equity, inclusion, and environmental stewardship.

### Your focus

#### Program Delivery:

- Plan and lead The Pine Project's nature connection programming
- Mentor assistant staff and volunteers in facilitation and nature connection
- Act in the best interest of all participants and staff in attendance

- Attend staff training; familiarize yourself with and abide by all policies and procedures
- Commit to developing naturalist knowledge, wilderness skills, and personal connection to nature
- Be prepared to work outdoors in all weather conditions
- Drive a work vehicle between the office and the field site
- Help share Pine's work and impact by contributing to collective communications efforts (e.g., gathering photos, participant quotes, or insights from programs)

#### Equipment Coordination (Optional)

- Learn, maintain, and improve equipment systems, inventory tracking, and organization
- Manage upkeep of company vehicles, reporting if any maintenance is required
- Order, purchase, and repair equipment if necessary

#### Communications and Social Media (Optional)

- Help collect and create photos, videos, or stories that share the impact of our programs
- Help share Pine's work by contributing to collective communications efforts

#### Organizational Leadership

- Contribute to a vibrant, supportive, and growth-oriented organizational culture
- Build and maintain relationships with participants, parents, and community partners
- Help further our organizational goals in diversity, equity and inclusion
- Contribute to the development and implementation of organizational policies and procedures

Other duties as required

### **Why you should apply**

#### What You Bring:

- Experience working in outdoor education programs with children
- Proven leadership abilities, including experience mentoring junior staff
- Strong communication, time management, teamwork, and organizational skills
- Naturalist knowledge of local ecosystems and a passion for nature connection (Preferred)
- Desire to further your own naturalist skills, mentoring techniques, and nature connection
- Commitment to the Pine Project's mission, vision and values, with a strong personal and professional commitment to equity and racial justice

While not required, we're especially excited to hear from candidates with experience in the following areas:

- Arts facilitation, such as music, singing, and theatre
- Communications, social media, photography, and videography

#### Required certifications:

- Valid Standard First Aid and CPR-C
- Class G driver's license with a clean driving record
- Up-to-date Police Vulnerable Sector Check

*The Pine Project understands that the cost of certifications can be a barrier to accessing employment in the outdoor industry. If you identify as a member of a disadvantaged or marginalized group, or have faced other systemic barriers to accessing employment, we may be able to subsidize one or all of the required*

*certifications. You do not need to disclose further details about your identity. Requests for support should be made prior to the start of employment.*

#### What We Bring:

- Work with purpose: Make a real impact in the lives of young people and the future health of nature. Lead unforgettable outdoor experiences.
- Be part of a passionate, supportive team: A community that values connection and life-long learning.
- Grow as an educator, leader, and as an individual connected to nature.
- Four weeks vacation and generous leave policies
- Paid training and staff development

#### **How to Apply**

Please submit a resume and cover letter to [work@pineproject.org](mailto:work@pineproject.org) with the subject line **Outdoor School Lead Instructor - Full Time** by 4 August, 2025 .

- Your cover letter should be one page and include:
  - Where you saw this job posting.
  - Why you are excited about The Pine Project and the Lead Instructor position
  - A brief description of your relevant skills, experience, and aptitudes.

Not sure if you meet every requirement? We still encourage you to apply! We value diverse experiences and perspectives.

Applicants must be legally eligible to work in Canada.

Only successful candidates will be contacted for an interview. No phone calls, please.

*The Pine Project is an equal opportunity employer. We are committed to promoting equity and diversity within our workplace and greater community. We work proactively to develop a barrier-free selection process and inclusive work environment where team members feel empowered to express authentic ideas and experiences. We welcome applications from all qualified applicants with an interest in advancing our mission, vision and values. We especially encourage applications from members of disadvantaged and marginalized groups, including those who identify as Black, Indigenous and People of Colour, persons with disabilities, women and/or LGBTQ2S+. If contacted for a job opportunity, please advise us of any accommodation measures required to enable you to be assessed in a fair and equitable manner. Information received will be addressed in confidence.*